

INTERNET  
FORM NLRB 501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

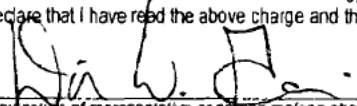
DO NOT WRITE IN THIS SPACE

|              |            |
|--------------|------------|
| Case         | Date Filed |
| 10-CA-148277 | 3-16-15    |

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

|  |  |   |
|--|--|---|
| a. Name of Employer<br>(1) Three Burgers LLC d/b/a McDonald's and<br>(2) McDonald's USA, LLC as joint or single employer   |  | b. Tel. No. (1) 865-637-4183                |
| d. Address (Street, city, state, and ZIP code)<br>(1) 4420 Western Ave., Knoxville TN, 37921<br>(2) One McDonald's Plaza, Oak Brook IL, 60523  |  | c. Cell No.                                 |
| e. Employer Representative<br>(1) (b) (6), (b) (7)(C)<br>(2) Gloria Santana  |  | f. Fax No.                                  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Restaurant   |  | g. e-Mail                                   |
| j. Identify principal product or service<br>Fast Food  |  | h. Number of workers employed<br>Approx. 30 |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.   |  |   |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br>In the last six months, the above-named employer, by its officers, agents and supervisors, has interfered with, restrained and coerced its employees in the exercise of the rights guaranteed in Section 7 of the Act. Specifically, the Employer has engaged in the following acts:<br>1. On or about (b) (6), (b) (7)(C) 2014, reducing the work hours of employees in retaliation for their union/protected concerted activity, particularly participation in a one-day protected strike action on December 4, 2014, and in order to discourage employees from engaging in protected concerted activity.<br>2. Since on or about December, 2014, newly enacting or newly enforcing work rules in retaliation for employees' union/protected concerted activity and in order to discourage employees from engaging in protected concerted activity. |  |   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br>Mid-South Organizing Committee   |  |   |
| 4a. Address (Street and number, city, state, and ZIP code)<br>(b) (6), (b) (7)(C)  |  | 4b. Tel. No. (b) (6), (b) (7)(C)            |
|  |  | 4c. Cell No.                                |
|  |  | 4d. Fax No.                                 |
|  |  | 4e. e-Mail                                  |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)<br>Mid-South Organizing Committee  |  |   |
| 6. DECLARATION<br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief<br>By <br>(signature of representative or person making charge)<br>David W. Garrison<br>(Print/type name and title or office, if any)   |  | Tel. No. 617-620-2831                       |
|  |  | Office, if any, Cell No.                    |
|  |  | Fax No.                                     |
|  |  | e-Mail                                      |
| Address 414 Union St. Ste 900, Nashville TN 37219  |  | dgarrison@barrettjohnston.com               |
|  |  | 3/13/15<br>(date)                           |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
233 Peachtree St NE  
Harris Tower Ste 1000  
Atlanta, GA 30303-1504

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858



Download  
NLRB  
Mobile App

March 17, 2015

Mid-South Organizing Committee

(b) (6), (b) (7)(C)

Re: Three Burgers LLC d/b/a McDonald's and  
McDonald's USA, LLC as joint or single  
Employer  
Case 10-CA-148277

Dear Sir or Madam:

The charge that you filed in this case on March 16, 2015 has been docketed as case number 10-CA-148277. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner ALEX EDINGER whose telephone number is (865)573-4879. If this Board agent is not available, you may contact Deputy Regional Attorney GAYE N. HYMON whose telephone number is (404)331-2870.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

March 17, 2015

**Procedures:** We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website [www.nlr.gov](http://www.nlr.gov) or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Claude T Harrell Jr". The signature is written in a cursive, slightly slanted style.

CLAUDE T. HARRELL JR.  
Regional Director

cc: David W. Garrison, Attorney  
Barrett Johnston Martin & Garrison, LLC  
Bank of America Plaza  
414 Union Street Suite 900  
Nashville, TN 37219



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
233 Peachtree St NE  
Harris Tower Ste 1000  
Atlanta, GA 30303-1504

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858



Download  
NLRB  
Mobile App

March 17, 2015

Three Burgers LLC d/b/a McDonald's  
4420 Western Ave  
Knoxville, TN 37921-4307

Gloria Santona, Executive Vice President & General Counsel  
McDONALD'S USA, LLC  
ONE MCDONALD'S PLAZA  
OAK BROOK, IL 60523

Re: Three Burgers LLC d/b/a McDonald's and  
McDonald's USA, LLC as joint or single  
Employer  
Case 10-CA-148277

Dear Ms. Santona:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner ALEX EDINGER whose telephone number is (865)573-4879. If this Board agent is not available, you may contact Deputy Regional Attorney GAYE N. HYMON whose telephone number is (404)331-2870.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your

representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Procedures:** We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Three Burgers LLC d/b/a McDonald's and  
McDonald's USA, LLC as joint or single  
Employer  
Case 10-CA-148277

- 3 -

March 17, 2015

Very truly yours,

A handwritten signature in black ink that reads "Claude T Harrell Jr". The signature is written in a cursive, slightly slanted style.

CLAUDE T. HARRELL JR.  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: Doreen S. Davis, Attorney  
Jones Day  
222 East 41st Street  
New York, NY 10017-6702

Andrew Madsen, ESQ., Attorney  
Jones Day  
77 West Wacker Drive  
Suite 3500  
Chicago, IL 60601

Jonathan M. Linas, ESQ., PARTNER  
Jones Day  
77 West Wacker Drive  
Suite 3500  
CHICAGO, IL 60601-1701

**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

**CASE NAME**

Three Burgers LLC d/b/a McDonald's and McDonald's USA, LLC as joint or single Employer

**CASE NUMBER**

10-CA-148277

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**

A. STATE OF INCORPORATION OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$**YES****NO**B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$**H. Gross Revenues from all sales or performance of services (Check the largest amount)**☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.

I. Did you begin operations within the last 12 months? If yes, specify date: \_\_\_\_\_

**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may

cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.



**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**THREE BURGERS LLC D/B/A MCDONALD'S  
AND MCDONALD'S USA, LLC AS JOINT OR  
SINGLE EMPLOYER**

Charged Party

and

**MID-SOUTH ORGANIZING COMMITTEE**

Charging Party

**Case 10-CA-148277**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on March 17, 2015, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Three Burgers LLC d/b/a McDonald's  
4420 Western Ave  
Knoxville, TN 37921-4307

Gloria Santona, Executive Vice President &  
General Counsel  
MCDONALD'S USA, LLC  
ONE MCDONALD'S PLAZA  
OAK BROOK, IL 60523

Doreen S. Davis, Attorney  
Jones Day  
222 East 41st Street  
New York, NY 10017-6702

Andrew Madsen, ESQ., Attorney  
Jones Day  
77 West Wacker Drive  
Suite 3500  
Chicago, IL 60601

Jonathan M. Linas, ESQ., PARTNER  
Jones Day  
77 West Wacker Drive  
Suite 3500  
CHICAGO, IL 60601-1701

March 17, 2015

---

Date

Designated Agent of NLRB

---

Name

/s/ Paul E. Dorsey

---

Signature

Agent: [AGENT NAME AND TITLE]

## CASEHANDLING LOG

[illegible]

**From:** [Edinger, Alex](#)  
**To:** ["ddavis@jonesday.com"](#); ["mferrell@jonesday.com"](#); ["amadsen@jonesday.com"](#)  
**Subject:** Request for evidence in Three Burgers LLC and McDonalds USA LLC, 10-CA-148277  
**Date:** Friday, April 10, 2015 4:31:00 PM  
**Attachments:** [Three Burgers and McDonalds USA evidence letter.docx](#)

---

Ms. Davis, Mr. Ferrell and Mr. Madsen:

Please see the attached letter.

Sincerely,

*Alex T. Edinger*  
*Resident Agent-Knoxville, TN*  
*National Labor Relations Board*  
*Region 10*



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
233 Peachtree St NE  
Harris Tower Ste 1000  
Atlanta, GA 30303-1504

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858

Agent's Direct Dial: (865)573-4879

April 10, 2015

Three Burgers LLC d/b/a McDonald's  
4420 Western Ave  
Knoxville, TN 37921-4307

Doreen S. Davis, Attorney  
Jones Day  
222 East 41st Street  
New York, NY 10017-6702

Andrew Madsen, ESQ., Attorney  
JONES DAY  
77 West Wacker Drive  
Suite 3500  
Chicago, IL 60601

Jonathan M. Linas, ESQ., PARTNER  
Jones Day  
77 West Wacker Drive  
Suite 3500  
Chicago, 60601-1701

Re: Three Burgers LLC d/b/a McDonald's and  
McDonald's USA, LLC as joint or single  
Employer  
Case 10-CA-148277

Dear Ms. Davis, Mr. Madsen, Mr. Linas:

**Allegations:** The above referenced charge was filed by the Mid-South Organizing Committee against Three Burgers LLC and McDonald's USA, LLC and alleges the Employer(s) violated Section 8(a)(1) and (3) of the Act by reducing the work hours and imposing more onerous working conditions on (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) participated in a strike on December 4, 2014.

April 7, 2015

**Board Affidavits:** In connection with the investigation of this charge, I request to take an affidavit from (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). Please respond to the above allegations and submit any evidence you wish to present in this matter **by the close of business April 27, 2015.**

**Other Evidence:** In addition to presenting the aforementioned witnesses and/or position letter please also provide the following:

- 1) Any documents, time sheets, time cards, clock rings, etc. showing the hours (b) (6), (b) (7)(C) worked from (b) (6), (b) (7)(C) through (b) (6), (b) (7)(C) 2015.
- 2) Any documents (b) (6), (b) (7)(C) may have submitted indicating the hours (b) (6), (b) (7)(C) was available to work during the time period relevant to the charge.
- 3) Please address the relationship between Three Burgers, LLC and McDonalds USA and specifically set forth and explain your position as to joint or single employer status of the two entities.

Although the Regional Director will give due consideration to any evidence you present, it is the position of the National Labor Relations Board, that the submission of a position letter or memorandum, or the submission of affidavits not taken by a Board agent, does not constitute full and complete cooperation..

Please note that if your evidence is not submitted by the close of business April 27, 2015 the Region will have no choice but to attempt to make a decision on the merits of the charge based solely on the evidence in the file. If a decision cannot be made without the evidence requested from you, consideration will be given to the issuance of an investigative subpoena. Therefore, I urge you to present the above named witnesses and any other evidence you wish to present by the close of business April 27, 2015.

Please contact me at your earliest convenience by telephone, (865)573-4879, or e-mail, alex.edinger@nrlb.gov, so that we can discuss how you would like to provide evidence and I can answer any questions you have with regard to the issues in this matter.

Sincerely,

*Alex Edinger*

ALEX EDINGER  
Resident Agent

## BARRETT JOHNSTON MARTIN & GARRISON, LLC

GEORGE E. BARRETT  
DOUGLAS S. JOHNSTON, JR.  
TIMOTHY L. MILES  
DAVID W. GARRISON  
SCOTT P. TIFT  
SETH M. HYATT  
JOSHUA A. FRANK  
JERRY E. MARTIN

414 Union Street, Suite 900  
Nashville, Tennessee 37219  
Telephone: 615-244-2202  
Fax: 615-252-3798

### FAX COVER SHEET

PLEASE DELIVER THE FOLLOWING PAGE(S)

TO: Alex Edinger  
FAX NO: 865-573-4879  
FROM: David Garrison  
DATE: 6/22/2015  
TOTAL PAGES INCLUDING COVER: 3  
COMMENTS: \_\_\_\_\_

THIS MESSAGE IS INTENDED ONLY FOR THE USE OF THE INDIVIDUAL OR ENTITY TO WHICH IT IS  
ADDRESSED, AND MAY CONTAIN INFORMATION THAT IS PRIVILEGED OR CONFIDENTIAL.

If you are not the intended recipient of the following telecopy, please be advised that any dissemination, distribution or copying of this communication is prohibited. If you have received this communication in error, please notify us immediately by telephone collect to the sender shown above. We also would appreciate your returning the original message to us at the above address via United States Mail. Thank you for your cooperation.

THE DIRECT NUMBER FOR THIS MACHINE IS: (615) 252-3798

IF YOU DO NOT RECEIVE ALL, OR ANY PORTION, OF THIS TRANSMISSION, OR IF THERE ARE ANY QUESTIONS,  
PLEASE CONTACT THIS FIRM AT (615) 244-2202. THANK YOU.

#### ORIGINAL TO FOLLOW VIA:

☐ First Class Mail      ☐ Federal Express      ☐ Express Mail  
☐ Messenger      ☐ Original will not be sent

CLIENT: \_\_\_\_\_ TRANSMITTER: \_\_\_\_\_

# BARRETT JOHNSTON MARTIN & GARRISON LLC

Scott P. Tift  
stift@barrettjohnston.com

June 22, 2015

**VIA Facsimile, Electronic Mail, and U.S. MAIL**

Alex Edinger, Resident Agent  
National Labor Relations Board  
5201 Kingston Pike, Suite 6-354  
Knoxville, TN 37919  
Facsimile: (865) 573-4879  
[Alex.Edinger@nlrb.gov](mailto:Alex.Edinger@nlrb.gov)

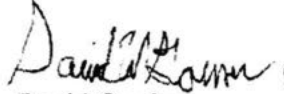
**RE: Charge Withdrawal Request for Case No. 10-CA-148277**

Dear Mr. Edinger,

Please find enclosed an executed Withdrawal Request seeking the withdrawal of charge number 10-CA-148277, which was previously filed by the Mid-South Organizing Committee.

We understand that we are effecting service of this Withdrawal Request on the Board by sending the Withdrawal Request to your attention today via facsimile and electronic mail. Please let us know at your earliest convenience if you require us to serve this Withdrawal Request in any other way in order to properly effect service.

Sincerely,

  
David Garrison  
Attorney for the Charging Party

DWG 

Enclosure: Executed Withdrawal Request



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

**WITHDRAWAL REQUEST**

In the matter of Three Burgers LLC and McDonalds USA  
(Name of Case)

10-CA-148277  
(Number of Case)

**This is to request withdrawal of the charge listed above.**

Mid-South Organizing Committee  
(Name of Party Filing)

**Withdrawal request approved**

By: David W. Garrison; David N. Garrison  
(Name of Representative)

(b) (6), (b) (7)(C)

\_\_\_\_\_  
(Date)

Attorney  
(Title)

\_\_\_\_\_  
Regional Director,  
National Labor Relations Board

Date June 22, 2015



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
233 Peachtree St NE  
Harris Tower Ste 1000  
Atlanta, GA 30303-1504

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858

June 23, 2015

Tonya Kennedy Cammon, Attorney  
Grant Konvalinka & Harrison, P.C.  
633 Chestnut St Ste 900  
Chattanooga, TN 37450-0900

Doreen S. Davis, Attorney  
Jones Day Firm  
222 East 41st Street  
New York, NY 10017-6702

Andrew Madsen, Attorney  
Michael S. Ferrell, Attorney  
Jones Day Firm  
77 West Wacker Drive, Suite 3500  
Chicago, IL 60601

Re: Three Burgers LLC d/b/a McDonald's  
and McDonald's USA, LLC  
(as joint or single Employer)  
Case 10-CA-148277

Dear Ms. Cammon, Ms. Davis, Mr. Madsen and Mr. Ferrell:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

CLAUDE T. HARRELL JR.  
Regional Director

Three Burgers LLC d/b/a McDonald's  
and McDonald's USA, LLC  
(as joint or single Employer)  
Case 10-CA-148277

- 2 -

June 23, 2015

cc: Three Burgers LLC d/b/a McDonald's  
4420 Western Ave  
Knoxville, TN 37921-4307

Gloria Santona, Executive Vice President & General Counsel  
McDonald's Usa, Llc  
One McDonald's Plaza  
Oak Brook, IL 60523

David W. Garrison, Attorney  
Barrett Johnston Martin & Garrison, LLC  
Bank of America Plaza  
414 Union Street, Suite 900  
Nashville, TN 37219

Mid-South Organizing Committee

(b) (6), (b) (7)(C)